UC-AFT Local 2141

Executive Board 1996-1997

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Don't sit on it! If you have a problem, call your local union officers promptly.

aft FORWARD

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NOTES FROM OUR STATE CONTACT

by Katia McClain

The new executive board of local 2141 University Council-American Federation of Teachers welcomes lecturers, librarians and Senate faculty, both new and returning, to the 1997-98 academic year at UCSB. The UCSB local wants to remind all lecturers and librarians that you are represented by a union! Be proactive—know your rights. Every lecturer and librarian should have a copy of the contract or MOU (Memorandum of Understanding). If you do not have a copy, ask your supervisor for one immediately. If he or she doesn't have one, call or write to the Union (893-4706, tinpress(@)sb.net).

The union is active in several areas: bargaining, grievance, advocacy, recognition and political action. In bargaining, the union tries to negotiate the best possible working conditions, salary, benefits for the represented units. The union then upholds the contract and investigates possible violations. This is where we need

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DEVORA SPRECHER, 1996-97 TEACHING AWARD WINNER

by George Yatchisin

Local 2141 is pleased to announce Devora Sprecher is the first winner of our new annual teaching award. This award can only be won by lecturers and librarians. Sprecher, a long-time lecturer in Hebrew, Germanic, Slavic and Semitic Studies, received a $500 honorarium. Sprecher's numerous letters of support stressed her devotion to teaching and her students; many students claimed their classes with Sprecher were life-changing.

The award committee would also like to recognize all the nominees for this year's award, stressing the decision was particularly difficult given all of their outstanding teaching. The nominees were:

Charles Asche, Music
Bonnie Beedles, Writing Program
Reginald Daniel, Sociology
Maureen Driscoll, Writing Program
Petra van Koppen, Chemistry
Sun-Ae Lee, East Asian
Janet Martorana, Librarian, Reference Services
Dolly Mullen, Communication Studies
Ashley Tidey, Writing Program

UC-AFT was also pleased that Chancellor Henry Yang and Associate Vice Chancellor for Academic Personnel Julius Zelmanowitz attended the award ceremony.

Although upwards of 40% of all lower division UCSB courses are taught by lecturers, lecturers are not eligible for any Senate Faculty teaching awards. By establishing this teaching award, UC-AFT affirms its support for developing undergraduate teaching at this major research university that often forgets that one of its goal is to educate students.♦

YOUR PAY RAISE: IN PERSPECTIVE

by Pam Inglesby

Lecturers and librarians may notice a well-deserved increase of two percent in their December 1st paychecks. This range "adjustment" was fought for by the union last year after the administration decided to decouple salary increases received by the ladder faculty from those of Unit 17 and 18 members. The administration probably hoped this move would allow them to give lecturers and librarians no increase at all.

While we should be grateful to the union for winning us the two percent, we should also be aware of the increasing discrepancy between salaries paid to lecturers/librarians and those paid to ladder faculty, administrators, and staff, who are receiving increases of four to five percent.

According to a recent *Los Angeles Times* article, UC ladder faculty are receiving a minimum increase of five percent. How does this compare to lecturer salary increases, in terms of actual dollars? As shown in the table below, if a lecturer currently earns $35,000, the two percent increase will raise her salary to $35,700. If an associate professor earns $55,000, the five percent increase will raise her salary to $57,750. While there is only a three percentage point difference in the increases, the associate professor will receive an increase in real dollars of $2,050 more than the lecturer —or 393 percent!

The difference is even more egregious when lecturer salaries are compared to those of top administrators such as UC San Francisco's Chancellor Haile T. Debas, whose salary is being increased four percent from $249,500 to $259,000. As shown on the table, this $10,000 increase is almost 1,500 percent more than the typical lecturer salary increase!

The union questions why the UC system can afford to give a $10,000 pay increase to an official who is already doing very well, when we are receiving very small increases to our already very small salaries. The discrepancy is even more insulting given that our increases have been postponed from November 1st to December 1st due to the state's inability to finalize its budget, and that we won't be receiving the increase retroactively. Is it unreasonable to suggest that the $10,000 raises being given to top administrators be reduced in order to provide retroactive salary increases for academic personnel, including lecturers and librarians?

There is a way to fight this growing salary discrepancy. The union will be able to demand and get even higher percentage increases when we have more bargaining power, but the only way we can get more bargaining power is to expand our membership. So please encourage all lecturers and librarians you know to join the union, which —whether they realize it or not—is actively protecting their financial interests. ♦

Dollar Bill Blues

BEFORE INCREASE	$35,000	$55,000	$250,000
AFTER INCREASE	$35,700	$57,750	$260,000
PERCENT	2%	5%	4%
IN REAL DOLLARS	$700	$2,750	$10,000
REAL DOLLAR INCREASE, AS COMPARED TO LECTURERS	NA	%393	1,428%

YOU ARE INVITED TO CELEBRATE

The union invites all lecturers, librarians and Senate faculty to a gathering to welcome new non-Senate faculty to UCSB. Come enjoy good food and meet other members of the UCSB academic community, the executive board of the local, and Susan Griffin (UC-AFT Statewide coordinator). The event will take place December 3, from 4:00-6:00 in the Santa Barbara room of the UCEN.

AFT SUPPORTS NEW PARTNER BENEFITS

by Marty Williams

AFT/CFT lobbied hard to convince UC Regents to provide benefits for same-sex partners. Governor Pete Wilson actively opposed the controversial measure, hastily appointing three new regents just before the vote in order to defeat the measure. However, it passed by one vote when a key Wilson appointee, Regent Velma Montoya, abstained after her ammendment excluding same-sex benefits for retired UC employees was voted down.

To qualify under the proposal, gay and lesbian partners will have to prove that they have lived together for at least 12 consecutive months, show proof of mutual financial support, and sign a document stating that they are committed to a long-term relationship. Contact your Benefits Department for further details. ♦

Don't Sit on it !!

If you have a problem, call your local union officers promptly to discuss it. If the problem isn't grievable under the MOU, you have at least clarified your rights. If the problem is grievable, you are under no obligation to proceed. **But if the union doesn't know of your problem within 45 days of its occurrence, there is nothing it can do, regardless of the seriousness of the offense.** Under the MOU, grievances must be filed withing that time limit. So don't sit and wonder whether to do something about it—call!!

YOUR VOICES IN FACULTY SENATE COMMITTEES:

UNIT 17 AND 18 REPRESENTATIVES

Academic Freedom:

S. Neufeldt, Lecturer
C. Huber, Librarian

Affirmative action

Maureen Driscoll, Lecturer
Sally Weimer, Librarian

Computing,Information Technology & telecommunications policy,

Madeleine Sorapure, Lecturer
Beverly Ryan, Librarian

CEPAP

Larry Behrens, Lecturer

EffectiveTeaching & Instructional Support

S. Neufeldt, Lecturer
W.Dai, Librarian

General Education

Nick Tingle, Lecturer

Faculty Legislature (Non-voting)

Librarians:
B. Ceizler Silver,
S. DeDecker
S. Edgerton
L. Lueck
Sally Weimer

Lecturers:
Pamela Inglesby
NickTingle

Know who your contacts are.

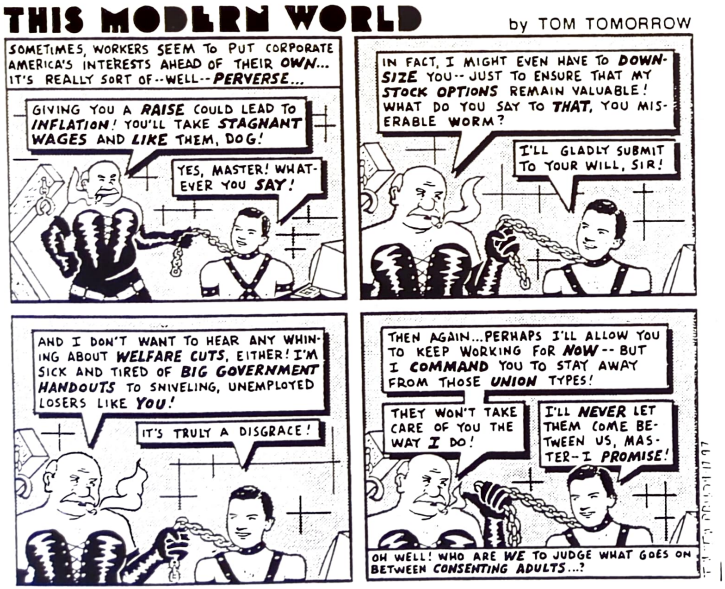
Web Watch

BROWSE US ON THE WEB

http://sb.net/tinpress/aft.html

Other questions? Find the MOU for non-senate faculty at **http://www.ucop.edu/humres/contracts/nsi/** and for librarians at **http://www.ucop.edu/humres/contracts/lib/** . Find union pages, along with useful links, at **http://www.cft.org** and **http://www.aft.org**. Surf's up!

Funny Papers


THIS MODERN WORLD
by TOM TOMORROW
SOMETIMES, WORKERS SEEM TO PUT CORPORATE AMERICA'S INTERESTS AHEAD OF THEIR OWN... IT'S REALLY SORT OF--WELL--PERVERSE...
GIVING YOU A RAISE COULD LEAD TO INFLATION! YOU'LL TAKE STAGNANT WAGES AND LIKE THEM, DOG!
YES, MASTER! WHATEVER YOU SAY!
IN FACT, I MIGHT EVEN HAVE TO DOWNSIZE YOU-- JUST TO ENSURE THAT MY STOCK OPTIONS REMAIN VALUABLE! WHAT DO YOU SAY TO THAT, YOU MISERABLE WORM?
I'LL GLADLY SUBMIT TO YOUR WILL, SIR!
AND I DON'T WANT TO HEAR ANY WHINING ABOUT WELFARE CUTS, EITHER! I'M SICK AND TIRED OF BIG GOVERNMENT HANDOUTS TO SNIVELING, UNEMPLOYED LOSERS LIKE YOU!
IT'S TRULY A DISGRACE!
THEN AGAIN...PERHAPS I'LL ALLOW YOU TO KEEP WORKING FOR NOW-- BUT I COMMAND YOU TO STAY AWAY FROM THOSE UNION TYPES!
THEY WON'T TAKE CARE OF YOU THE WAY I DO!
I'LL NEVER LET THEM COME BETWEEN US, MASTER--I PROMISE!
OH WELL! WHO ARE WE TO JUDGE WHAT GOES ON BETWEEN CONSENTING ADULTS...?

FROM THE LIBRARIAN'S CORNER

by Sally Willson Weimer

Library Academic Review

The Library participated in an academic review, and a report has been sent to the Executive Vice Chancellor. A statement included in the report said that the library was in "crisis" and gave suggestions for improvements. Academic librarians and LAUC-SB will participating fully in the next steps of the process.

U. C. Digital Library

The academic librarians and others are working to formulate and implement the U. C. Digital Library, which is a universitywide project. Information on this project is available at:

http://sunsite.berkeley.edu/UCDL/title.html

Faculty, librarians, and other academics will be involved in this project.

APM Proposed Change and Salary Debate

The UC-AFT and LAUC-SB have opposed a proposed change to delete APM 360-18a. This APM section includes the mention of the presence or absence of administrative responsibilities of librarians. Academic librarians are concerned about equity. Academic librarians are encouraged to provide suggestions and participate in the development of our caucus and our organization. Become an active member.♦

NOTES *(Continued from page 1)*

everyone's help. If you have a problem at work, contact the union immediately. We will investigate the situation and work with your department, Labor Relations and Academic Personnel to seek a resolution. If a contact violation is occurring, we can also file a grievance on your behalf. But, we cannot act if we haven't heard from you. The union will also work as an advocate in areas that are less overtly covered in the contract, but are work-related. We feel that all academic employees at UCSB should be working in a supportive, professional environment.

The union has also been working in the area of recognition. Lecturers and librarians comprise the invisible faculty of the UC system. Although lecturers do much of the teaching system-wide and librarians are also active in teaching, the administration seldom acknowledges this. As one step to remedy the situation, the union has created the "Excellence in Teaching" award to be given each spring to an outstanding teacher selected from lecturers or librarians nominated by students or colleagues. The first award was given last spring to Devora Sprecher, a longtime lecturer in Hebrew (see the article by George Yatchisin). We ask anyone interested in serving on the award committee (made up of one librarian, one lecturer, one Senate faculty member and two students) to contact the union.

The final area of activity for the union is political action. The union, through its affiliate, the California Federation of Teachers, works in Sacramento to lobby the legislature for bills that are important to the UC system. Representatives of the union also speak at Regents meetings to provide a voice for our members on issues of importance to them. The union recently spoke on the issue of domestic partner benefits. We are also active with the other unions and groups at UCSB on issues (such as affirmative action and immigration) that impact our ability to provide quality education at the UC.♦

Lecturers and Librarians: Join Your Union *Now*

Join now to receive the fullest possible benefits from your union. Participate actively, and you can make a difference. Contact anyone on the back page to find out about membership or active participation at our board meetings.